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FACULTY PERSONNEL COMMITTEE
RECOMMENDATION

SR-92-93-(8)154(FPC)

To amend the *Greenbook*, Chapter IV, "Faculty Personnel Policies" by (1) deleting sub-sections E.3 and F.3 of the section entitled **Academic Ranks and Criteria for Promotion**; (2) inserting the following sentence, "Promotion and tenure may be awarded concurrently." at end of subsections E.2 and F.2; and (3) changing the numbering of sub-sections E.4 and F.4 to E.3 and F.3 respectively.

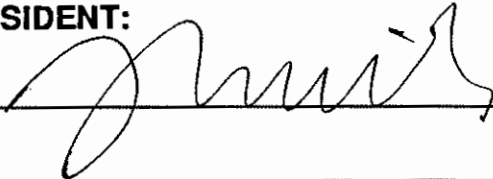
NOTE: These changes will discontinue the linking of promotion and tenure for the ranks Associate Professor and Professor.

FACULTY SENATE PRESIDENT:

APPROVED
BY SENATE: Robert Sawrey DATE: Oct 29, 1992

DISAPPROVED
BY SENATE: _____ DATE: _____

UNIVERSITY PRESIDENT:

APPROVED:  DATE: 11-7-92

DISAPPROVED: _____ DATE: _____

COMMENTS:

SR-92-93-(8)154(FPC)

presentations and creative performances; contributions to the professional development and achievement of colleagues, etc.

3. **Service to the university:** contributions within the department/division, within the college, or university-wide; contributions to official student organizations or other university-related organizations; other work in behalf of the student body, faculty, staff or administration of the university.
4. **Service to the community:** service on a compensated or *pro bono* basis to governments, to educational, business or civic organizations, or to the public. (Such service could include applied research, consultation, technical assistance, special forms of instruction, clinical work and performance). Involvement as an official representative of Marshall University, or units thereof, in activities of governments and of educational, business or civic organizations.

For purposes of promotion, as well as other personnel decisions, all relevant faculty activities should be subject to objective qualitative evaluations. Whenever possible, evaluations should be based on multiple sources of evidence. Teaching should be subject to evaluations by students and peers. The latter may visit a class or classes, or examine and evaluate course materials such as syllabi, textbooks and examinations. For a scholarly publication or presentation, critical appraisals from scholars in the same field might be solicited. For public service qualitative assessment should be solicited from those associated with the service activity or affected by the service outside the university. Colleges are encouraged to refine and clarify these guidelines and to develop specific performance standards for application to their faculty. All college policies and guidelines relating to the promotion process, including the determination of appropriateness of the degree to the teaching field, which is to be made by the dean of the college, must meet or exceed the policies as specified in this chapter and shall be reviewed and approved for consistency with university and Board of Trustees policies by the Faculty Personnel Committee and the provost or, where appropriate, the vice president for health sciences.

C. Requirements for the Rank of Instructor

1. Except as noted below, the entry-level rank of instructor requires that a candidate shall have earned a master's degree at a regionally-accredited college or university, with a major appropriate to the teaching field.
2. In certain special areas in which professional achievement is of unusual importance, or in which personnel holding higher degrees are not available, the bachelor's degree or its equivalent may meet the minimum for the rank of instructor.
3. A candidate must show promise as an effective university teacher.

D. Requirements for the Rank of Assistant Professor

1. Except as noted below, the rank of assistant professor requires that a candidate shall have earned a master's degree at a regionally-accredited college or university, with a major appropriate to the teaching field, and at least fifteen semester credit hours in courses appropriate to the teaching field beyond the master's degree.
2. In certain special areas in which professional achievement is of unusual importance, or in which personnel holding higher degrees are not available, the master's

degree or its academic equivalent may meet the minimum requirement for the rank of assistant professor.

3. A candidate must have had at least three years experience as a full-time faculty member at a regionally-accredited college or university, or other experience deemed as equivalent by the dean of the college, or an earned terminal degree from a regionally-accredited university with a major appropriate to the teaching field.
4. A candidate with teaching experience must have demonstrated his or her teaching effectiveness and must show promise as an effective faculty member in other major areas of responsibility. Candidates without prior teaching experience must show promise as an effective teacher and as an effective faculty member in other areas of responsibility.

E. Requirements for the Rank of Associate Professor

1. A candidate must have earned the master's degree at a regionally-accredited college or university, with a major appropriate to the teaching field, and at least thirty semester credit hours in courses appropriate to the teaching field beyond the master's degree toward the terminal degree.
2. A candidate without an appropriate terminal degree must have had at least seven years' experience as a full-time faculty member of which at least four years must be at the assistant professor rank at a regionally-accredited college or university, or other experience deemed as equivalent by the dean of the college. A candidate with an earned terminal degree with a major appropriate to the teaching field must have had at least four years of experience at the rank of assistant professor as a full-time faculty member at a regionally-accredited college or university or other experience deemed as equivalent by the dean of the college.
3. A candidate may not be promoted from the rank of assistant professor to the rank of associate professor unless he or she has been granted tenure by Marshall University. Promotion and tenure may be awarded concurrently. Temporary full-time faculty need not meet the tenure requirement for promotion.
4. A candidate must have demonstrated effective performance and achievement in all of his or her major areas of responsibility, and he or she must have demonstrated excellence in either teaching and advising or in scholarly and creative activities.

F. Requirements for the Rank of Professor.

1. A candidate must have earned the terminal degree in a major appropriate to the teaching field from a regionally-accredited university.
2. A candidate must have had at least four years of experience in the rank of associate professor at a regionally-accredited college or university.
3. A candidate in a tenure-track position may not be promoted from the rank of associate professor to the rank of professor unless he or she has been granted tenure by Marshall University. Temporary full-time faculty need not meet the tenure requirement for promotion.
4. A candidate must have demonstrated effective performance in all of his or her major areas of responsibility, and he or she must have demonstrated excellence in two or more such areas, including either teaching and advising or scholarly and creative activities.